



## SENIOR ENVIRONMENTAL SCIENTIST CALIFORNIA COASTAL COMMISSION OPEN EXAMINATION



AN EQUAL OPPORTUNITY EMPLOYER TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE, OR SEXUAL ORIENTATION. IT IS THE OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

**ONE DAY FILING:** JANUARY 8, 2014. Applications must be received on January 8, 2014 by 5 p.m. in the Human Resources Office. This is a one-day filing examination. State Applications (Form 678) received after the final filing date will not be accepted for any reason. If you have a disability and need special testing arrangements, mark the appropriate box in Question 2 of the State Application (Form 678).

**HOW TO APPLY:**

Applications must be filed in person on January 8, 2014 by 5:00pm at:

1385 Eighth Street, Suite 130  
Arcata, CA 95521

45 Fremont Street, Suite 2000  
San Francisco, CA 94105

725 Front Street, Suite 300  
Santa Cruz, CA 95060

89 S. California Street, Suite 200  
Ventura, CA 93001

200 Oceangate, 10<sup>th</sup> Floor  
Long Beach, CA 90802

7575 Metropolitan Drive, Suite 103  
San Diego, CA 92108

Or by FAX: (415) 904-5482 or (415) 904-5400

**DO NOT SUBMIT APPLICATIONS TO THE STATE PERSONNEL BOARD**

**NOTE:** Accepted applicants are required to bring either a photo identification card or two forms of signed identification to the examination.

**SALARY RANGE:** \$5,445 - \$6,772 per month

**ELIGIBLE LIST INFORMATION:**

The eligibility list will be used by the California Coastal Commission. A candidate may not compete more than once in a twelve-month period for this examination. The resulting eligibility list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

**REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION:**

**NOTE:** All applicants must meet the education and/or experience requirements for the examination by January 8, 2014, the final filing date.

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "or" II, "or" III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

**Education:** Possession of a bachelor's or advanced degree with a major in a biological, chemical, physical, or environmental science, or a closely related scientific discipline. (Admission to a master's or doctoral degree program in a biological, chemical, physical, or environmental science, or a closely related scientific discipline shall be considered to meet these educational qualifications.) **AND**

**Either I**

**Experience:** Two years of experience in the California state service performing the duties of an Environmental Scientist, Range C.

**Or II**

**Experience:** Five years of increasingly responsible professional experience as a scientist in environmental analysis, research, management, planning, regulation, or investigation, two years of which have included responsibility in the development or implementation of environmental policies, programs, plans, or research projects; or conducting an environmental monitoring and surveillance or environmental management program; or in the direction of the work of a multidisciplinary environmental investigatory or regulatory staff, at a level equivalent to that of an Environmental Scientist, Range C, in the California state service. Possession of a master's degree in a biological, chemical, physical, or environmental science or a closely related scientific discipline may be substituted for one year of the required general experience; possession of a doctorate in the above-named disciplines may be substituted for two years of the general experience.

Note: The California Coastal Commission has identified the following fields as closely related: marine, wetland and terrestrial biology, ecology, restoration ecology, environmental engineering and coastal water quality.

**THE POSITION:**

The Senior Environmental Scientist (Specialist) is the advanced journey level of the series. Incumbents independently identify problems, develop courses of action, and conduct critical and/or sensitive scientific investigations and studies and may prepare guidance, policy, planning, or regulatory documents and legislative proposals on issues of importance to the employer, and do other related work. Decision making at this level has a higher consequence of error than that of an Environmental Scientist, Range C. Incumbents may be assigned lead responsibility for a specific project, program function, or area of expertise; may act as a mentor to lower level staff; and may act as consultants to other technical staff, management, and other agencies in those matters. The current position will be located in the Headquarters Office in San Francisco.

**EXAMINATION INFORMATION:**

Qualifications Appraisal Interview OR Education/Experience Review  
Weighted 100.00%

In order to obtain a position on the eligible list, a minimum of 70% must be attained in the examination. This examination will consist of an interview OR an evaluation of each competitor's education and experience compared to a standard developed from a class specification. In addition to evaluating the competitors' relative abilities as demonstrated by quality and breadth of experience, emphasis in the examination will be on measuring competitively, relative to job demands, each competitor's:

**Scope:**

A. Knowledge of:

1. Basic principles of land, water, fish, wildlife, and other natural resources research.
2. Principles of ecology.
3. Statistical methods of sampling and analysis.
4. Land-use practices with reference to their general effect on human health, natural resources, and the environment.
5. Effects of waste material and their interactions on the environment.

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6. Chemical reaction.
7. State and Federal environmental rules, regulations, and requirements.
8. The legislative process and the environmental programs and policies of the State.

**B. Ability to:**

1. Collect environmental data.
2. Analyze and evaluate data and reach sound conclusions.
3. Review, check, and interpret scientific and environmental reports.
4. Analyze situations and take appropriate actions.
5. Establish and maintain cooperative relations and

effective communications with local governments and all persons contacted in the work.

6. Prepare clear, complete and technically accurate reports.
7. Apply rules, regulations, policies, and requirements of State and Federal environmental protection and resource management programs.
8. Develop innovative solutions for difficult environmental management problems.
9. Provide leadership in accomplishing basic functions and objectives in assigned programs.
10. Inspire confidence and effective working relationships with employees, managers, and leaders in government and industry.

Veteran's preference credit will not be granted in this examination since it does not qualify as an entrance examination under the law.

## GENERAL INFORMATION

For an examination without a written feature, it is the candidate's responsibility to contact the California Coastal Commission's Human Resources Office two weeks after the final filing date if he/she has not received a progress notice.

Applications are available at the State Personnel Board, local offices of the Employment Development Department and the Departments noted at the bottom. Applications are also available on the Internet at: [www.calhr.ca.gov](http://www.calhr.ca.gov).

If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The California Coastal Commission reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

**Examination Locations:** Examination oral interviews will be held at the California Coastal Commission.

**Eligible lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multidepartmental promotional, 4) servicewide promotional, 5) open eligible list. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin.

**Promotional Examinations Only:** Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board

Rules 233, 234, 235, 235.2 and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices or at the Information Counter of the State Personnel Board.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

**Interview Scope:** If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of her/his experience. Evaluation of a candidate's personal development will include consideration of her/his recognition of her/his own training needs; her/his plans for self-development; and the progress she/he has made in efforts toward self-development.

**High School Equivalence:** Equivalence to completion of the 12<sup>th</sup> grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

Release date: 12/13/2013

## CALIFORNIA COASTAL COMMISSION

Human Resources Office  
45 Fremont Street, Ste. 1930  
San Francisco, CA. 94105-2219  
(415) 904-5430 or toll free (866) 831-2350  
TDD (415) 597-5885

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD device.

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